

MEMORANDUM OF AGREEMENT
between the
ITHACA CITY SCHOOL DISTRICT
and
ITHACA SUBSTITUTES ASSOCIATION
2021-2022 School Year- Length of Day

THIS MEMORANDUM OF AGREEMENT is made between Ithaca Substitutes Association (hereinafter the "Association") and the Ithaca City School District (hereinafter "District"), severally known as "the parties".

WHEREAS, the parties entered into a Collective Bargaining Agreement governing all negotiable items between the District and the Association for the period of July 1, 2018 through June 30, 2024 (hereinafter the "Agreement");

WHEREAS, the District unilaterally decided to increase the length of the workday for Ithaca High School, Boynton and Dewitt Middle Schools and Lehman Alternative Community School (LACS) for the 2021-2022 school year.

WHEREAS, the average increase in instructional time is 6 minutes.

NOW THEREFORE, it is mutually agreed between the parties as follows:

1. Effective September 1, 2021, substitute teachers shall receive the following compensation per day: (see below)

Wage Rate	Original 2021-2022 Rate	New 2021-2022 Rate
Level 1	\$114.74	\$116.51
Level 2	\$136.96	\$139.07
Extended Days 1-10		
Level 1	\$114.74	\$116.51
Level 2	\$136.96	\$139.07
Extended Days 11 Forward		
Level 1	\$179.68	\$182.44
Level 2	\$214.49	\$217.79

2. Effective September 1, 2021, any Building Substitute or Classroom Collaboration Substitute Teacher, aka "CCS", shall receive the following compensation per day: (see below)

	Original 21-22 Compensation Rate	New 21-22 Compensation Rate
Sub Level		
Level one (1)	\$229.68	\$232.44
Level two (2)	\$264.49	\$267.79

3. Any disagreement, misapplication, or misinterpretation of this Memorandum of Agreement shall be adjudicated through the grievance process in the Agreement.
4. This Memorandum of Agreement constitutes the complete agreement by and between the parties and may not be changed or modified except in writing executed by the same parties hereto.
5. The Association agrees that it will not file any grievance or Improper Practice with the New York State Public Employees Relations Board "PERB" as the result of the District unilaterally increasing the work day in exchange for the promises set forth above.

Signatures:



Superintendent of Schools
Ithaca City School District



Date



President
Ithaca Substitutes Association



Date